

Exhibit 3

EEOC Form 7 (1/19)

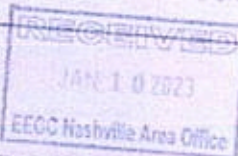
CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: EEOC	Agency(ies) Charge No(s): 494-2023-00838 and EEOC
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Name (include Mr., Ms., Mrs., Miss, Mr., Dr., etc., if any): Dr. Chinyere D. Oghenna-McGruder		Home Phone: (615) 643-5483	Year of Birth: 1969
Street Address: 7376 SMILEY HOLLOW RD GOODLETTSVILLE, TN 37072			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than one, list under PARTICULARS below.)			
Name: AUSTIN PEAY STATE UNIVERSITY	No. Employees, Members: 501+ Employees	Phone No.: (931) 221-7572	
Street Address: 601 COLLEGE ST CLARKSVILLE, TN 37044			
Name: _____		No. Employees, Members: _____	Phone No.: _____
Street Address: _____		_____	
DISCRIMINATION BASED ON: Retaliation		DATE(S) DISCRIMINATION TOOK PLACE: Earliest: 08/26/2022 Latest: 12/01/2022 Continuing Action	

THE PARTICULARS ARE (if additional paper is needed, attach & copy them in):

I have been a faculty member and tenured Professor at Austin Peay University for over 16 years. I currently report to Chairperson, Dr. Lyle Georgia. I have previously filed two (2) charges with the EEOC, 494-2019-02959 and 494-2021-01993. As a result of filing these charges, I believe I continue to be retaliated against for reporting and opposing discrimination. On August 26, 2022, Dr. Scott Cullane, Chair of Criminal Justice advised that I will no longer be allowed to teach CRJ 4200 in the Spring of 2023 even though I developed the course at the request of Dr. Cullane. On October 7, 2022, APSU Provost, Dr. Maria Crowley, denied my previously approved Adjunct teaching at Fisk University. Starting in December of 2022, I continued to be retaliated against by threats expressed by Chairperson Dr. Georgia in the presence of my colleagues. The threat of my termination is evident in the statement that "...I should volunteer to write the Public Management review document because my job is dependent on doing a good review." This is a veiled threat that I can be terminated in the absence of my "good review". For these reasons, I believe I am being discriminated and retaliated against in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or Local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - When necessary for State and Local Agency Responsibility, IF PLEASANT
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
Date: 9 th Jan 2023 Signature: Chinyere Oghenna-McGruder Charging Party Signature	SIGNATURE OF COMPLAINANT: Chinyere Oghenna-McGruder SUBSCRIBED (AND SWORN TO) BEFORE ME THIS DATE: 1/9/23 Misty Oran Nwagwu Misty Oran



My Commission Expires
August 21, 2023